BUPERS-31
EDO & Acquisition Corps
Community Brief
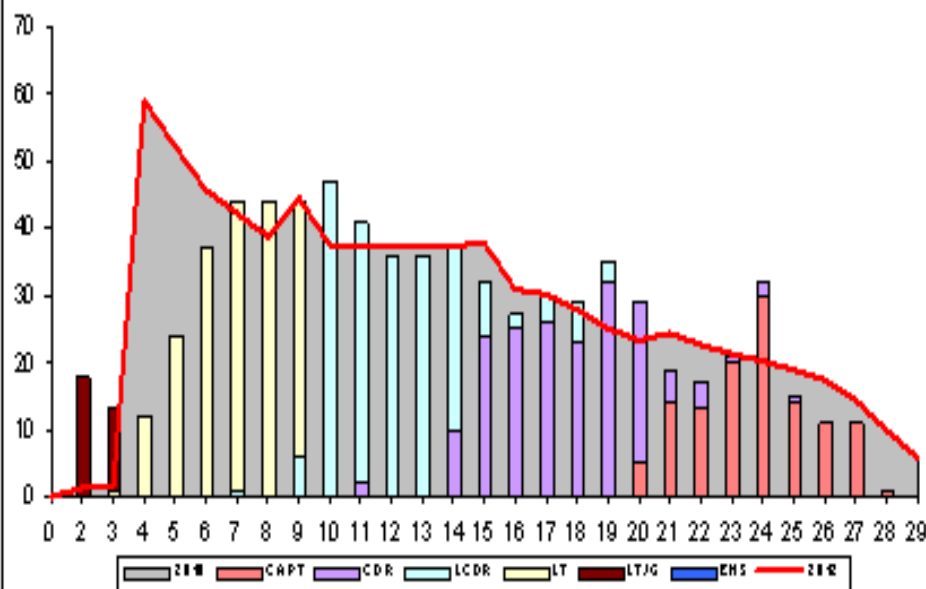

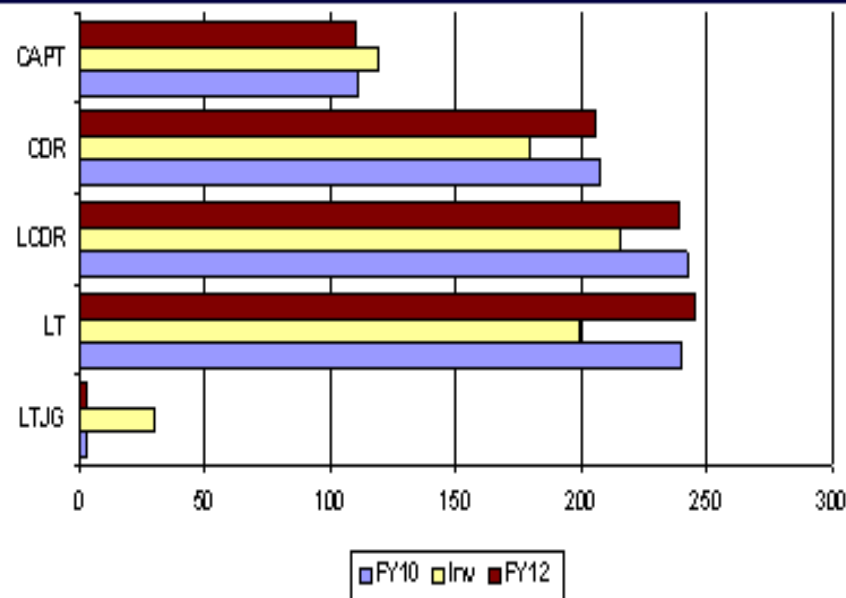September 2010

Engineering Duty Officer Community Health

LOS Profile

Legend: 2BE, CAPT, CDR, LCDR, LT, LTJG, ENS, 2BE

Inventory Snapshot with OPA

Categories: CAPT, CDR, LCDR, LT, LTJG
Legend: FY10, Inv, FY12

Gain/Loss Trend

Legend: Gains, Losses, EOY inv, OPA
FY05–FY15

Historic Losses

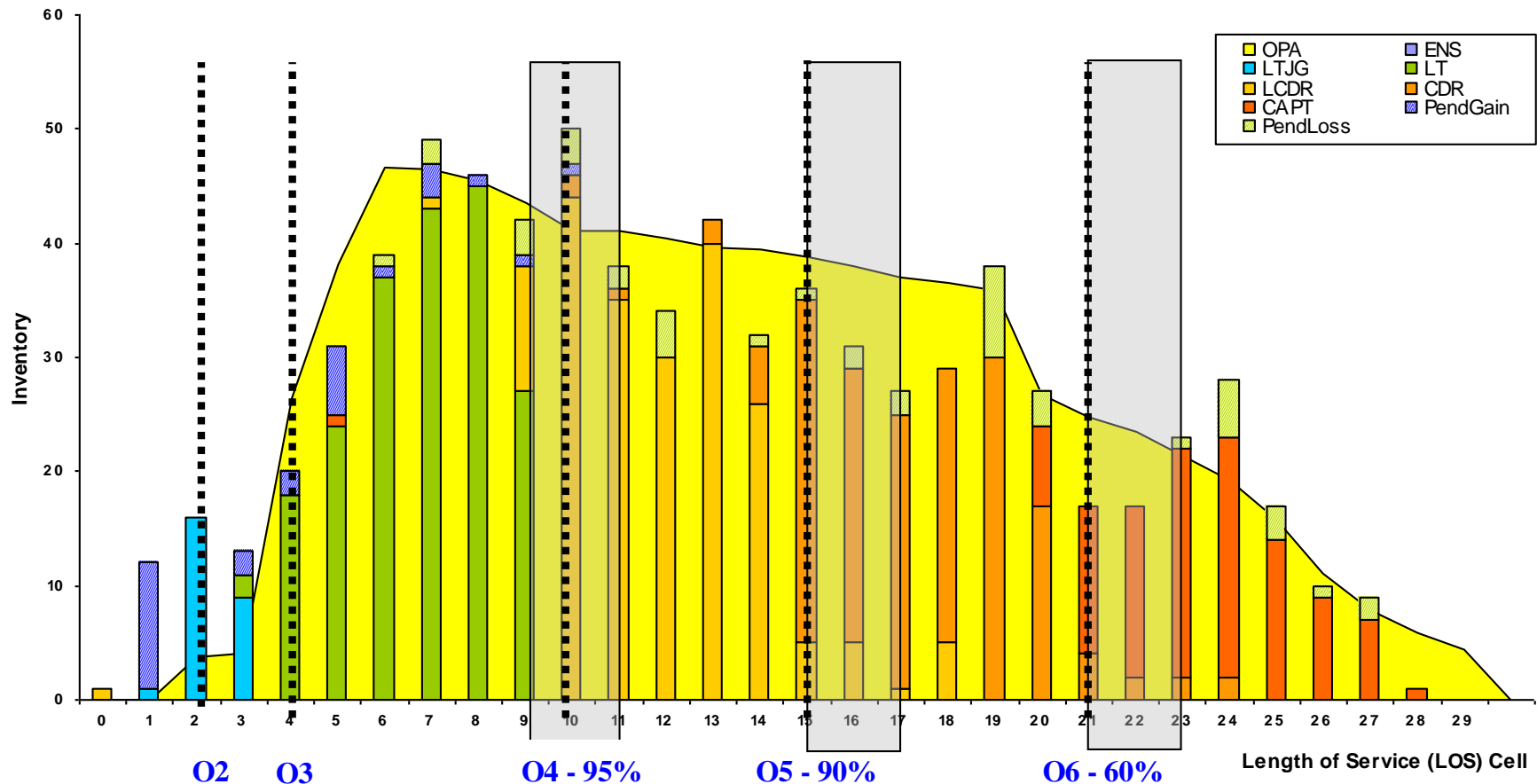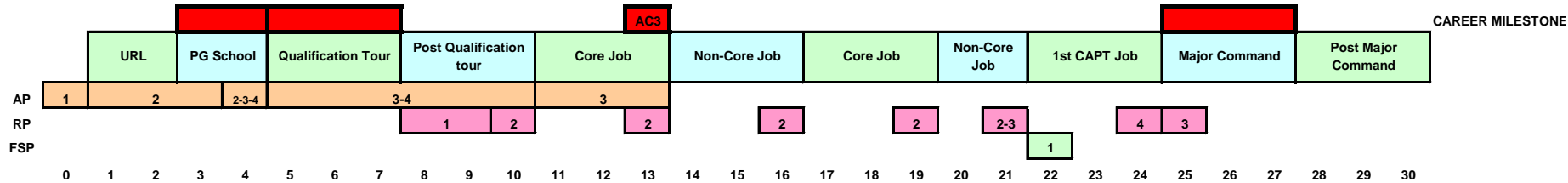Values: 88, 86, 56, 56, 53, 56, 47, 43, 47, 44
FY06–FY15
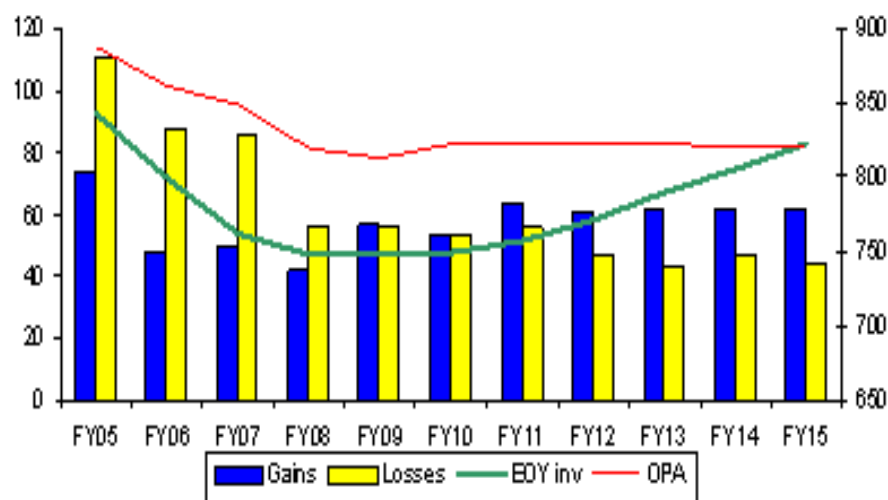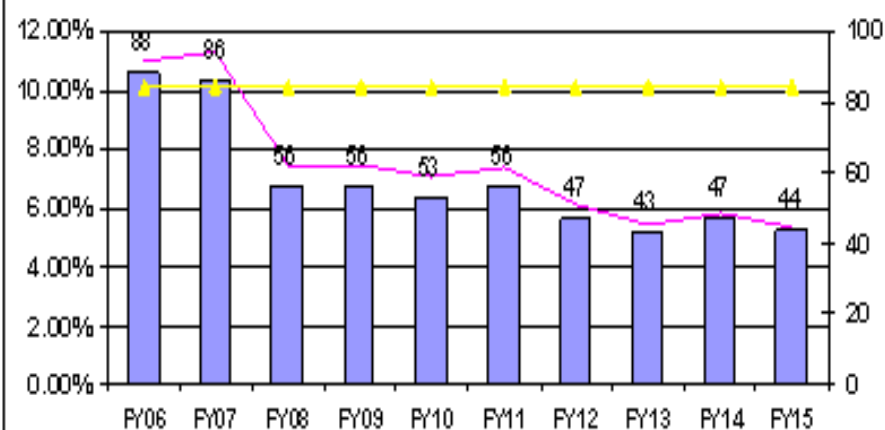
EDO Retention (1440)

ENGINEERING DUTY OFFICERS

Top EDO & Acquisition Corps Issues

- **EDO Issues:**
  - POM-12 EDO OPA Cuts/Realignments
    - ➢ EDO Community did not concur with BUPERS-3 position
    - ➢ EDO Flag Leadership engaged with ASN(RD&A) (Ongoing)
    - ➢ Pending BSO 60/70 billet cuts and impact analysis
    - ➢ Compromise (5 cuts) reached with N12 to offset FY12-14 proposed rolldowns
  - AFPAK Hands
    - ➢ Decision to use unfunded billets affects Acquisition Experience, required for EDOs
  - Individual Augmentation
    - ➢ Tapping us in the undermanned LCDR and CDR ranks

- **Acquisition Corps Issues:**
  - Metrics Development and Formalized Reporting
  - Acquisition Workforce Analysis
    - ➢ Adequate billet pyramids to support senior billets in each community & position category
    - ➢ Number of CDRs & CAPTs in NAVSEA/NAVAIR pipelines
  - Acquisition Billet Scrubs (Flag & CAPT follow-ups, begin CDR)
  - DON Acquisition Operations Guideline update to include BUPERS-3 responsibilities (submitted, held up due to staffing shortages at DACM)

EDO Community Briefing

The ED Community's Role

- **To Sustain Combat Readiness and Build a Fleet for the Future the Navy requires a cadre of specialized, career naval officers who have:**
  - Operational Experience
  - Technical Education and Experience
  - Business Savvy
    - ➤ **Navy / DoD processes**
    - ➤ **Industry / Business processes**
  - Leadership skills
    - ➤ **Large CIVPERS organizations**
    - ➤ **Peers of Industry Leaders**

Who We Are

- **We Come from the Fleet with a Warfighting Foundation**
  - Warfare Qualified, Line Transfers at O-3/O-4 Level
  - Very Few Direct Accessions
- **We are Technically Educated**
  - Technical Masters Degree
  - Proven Subspecialists
- **We are Committed to Business Education**
  - Advanced Management Program (AMP)
- **We execute a Continuum of Professional Training and Experience**
  - ED School Basic Course/Senior Course
  - EDQP – formal qualification program
  - LEAN/Six Sigma Green Belt Certification
  - DAWIA – Key Leaders of Navy Acquisition Corps

What We Do

- **Fleet Maintenance (~ 50%)**
  - **Shipyards, Tenders & RMCs**
  - **Fleet & TYCOM Staffs**

- **Acquisition Program Management (~ 25%)**
  - **PEOs**
  - **Construction SUPSHIPS**

- **Engineering & Technology (~ 25%)**
  - **Warfare Centers**
  - **HQ Directorates**
  - **National Missions**
    - ➤ Diving & Salvage
    - ➤ Strategic Systems
    - ➤ Missile Defense
    - ➤ NRO/Space
    - ➤ Naval Reactors

Program Management 26% · National Missions 12% · Systems Engineering 13% · Fleet Maintenance 49%
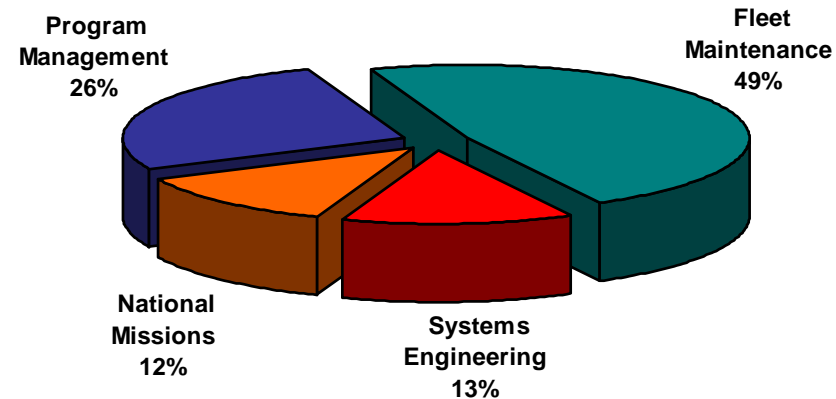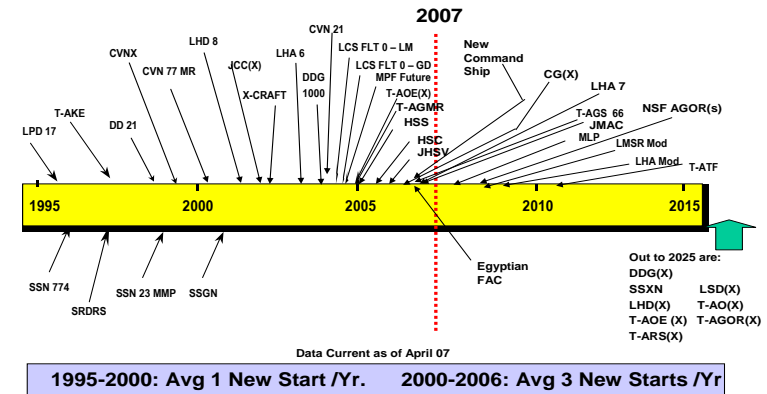
EDs provide Warfare-Qualified, Uniformed Leadership in primarily civilian fields (<800 officers lead workforce of > 70,000 civilians)

How many EDs does the Navy Need?

NAVSEA NAVAL SEA SYSTEMS COMMAND *Ship Design Workload Starts*

- **Driven by number of:**
  - Regional Maintenance Centers
  - Fleet & TYCOM Staffs
  - Naval Shipyards (Repair)
  - Major Industry Shipyards (Construction)
  - Headquarters Engineering Functions
    - **e.g., conceptual ship designs; interoperability complexities, SUBSAFE, product and process qualification, etc.**
  - Warfare Centers (SPAWAR, NSWC & NUWC)
  - Acquisition Programs (NAVSEA, SPAWAR, NRO, NRL, PEOs, SSP)
- **Not driven by number of:**
  - Commissioned ships
  - Active duty personnel
  - Navy civilian workforce
- **EDs and APs run the Technical Business of the Navy**
  - ~800 EDs Command/Lead/Manage 70,000 people and Execute > $50 Billion

How does the Navy "Grow" an ED?

- Warfare qualified officer transfers into ED Community via lateral transfer
  - **Designated a 146x**
- ED Qualification Process begins;
  - **Technical Masters (mandatory) in Approved Curriculum (2-3 years)**
  - **Successful ED qualification tour (2-3 years)**
  - **Completion of ED Basic School (5 weeks)**
  - **Lean-Six Sigma Green Belt**
- Designated 144x (A qualified ED)
- Upon selection to CDR
  - **Completion of ED Senior Course**
  - **Completion of Advanced Management Program (AMP) course**
- Upon selection to CAPT
  - **New ED O-6 Seminar**
  - **All ED O-6 Seminar (annual)**
- Throughout Career
  - **Become member of Acquisition Professional Community (Mandatory)**
  - **Attain and Maintain Required DAWIA Certification**
    - ➢ AA3, AG3, AS3, AT3, etc.

ED Community End Strength
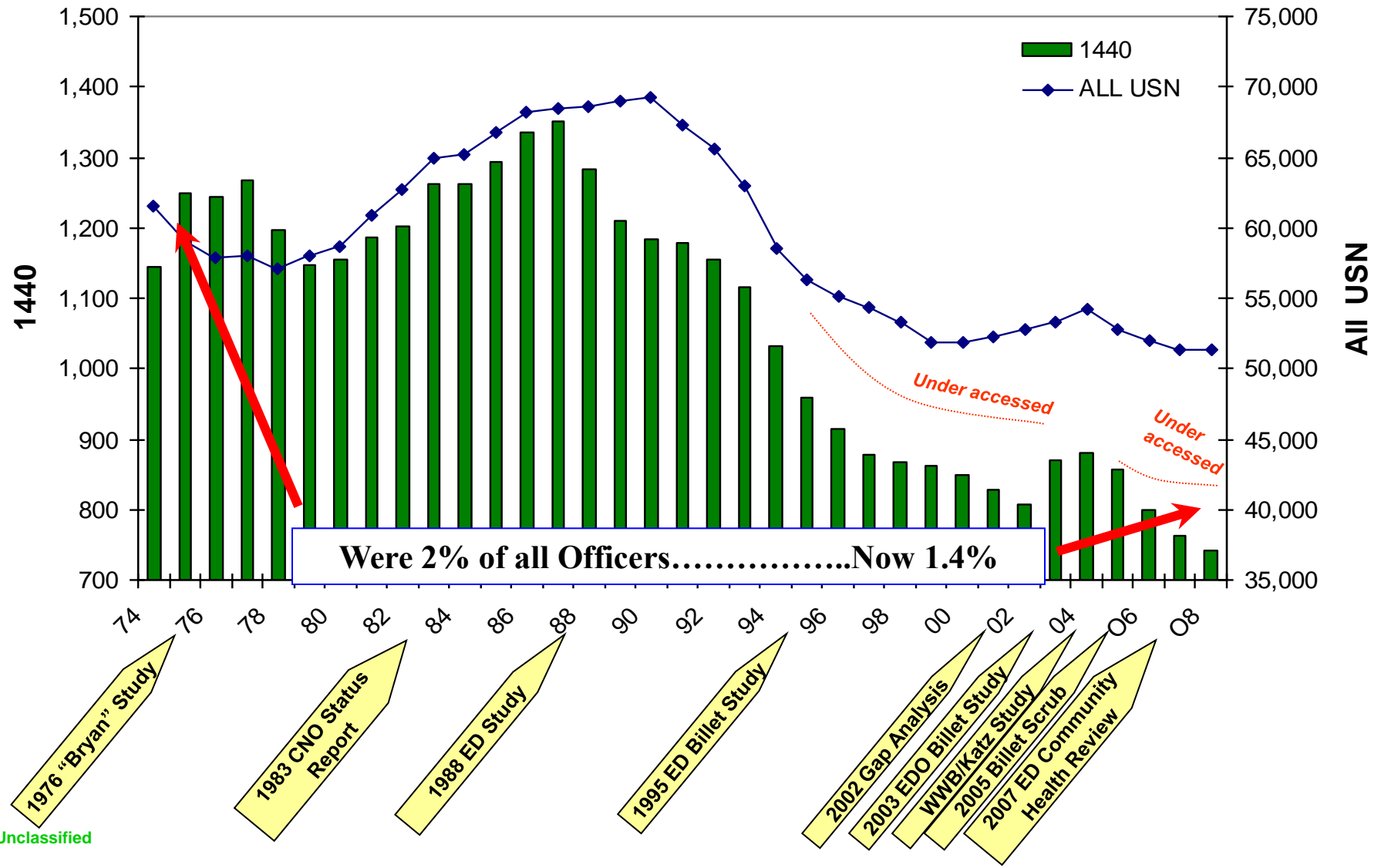
Notional ED Career

ED Qualification Tour

Command Screen

First opportunity to Command is usually as 2nd tour O-6

ED CAREER PATH	NPS MIT	ED QUAL INDUST. ACQ FIELD	SEA TOUR NSY, SOS, PMS, FIELD OR HQ ACQ	INDUST. ACTIVITY DH / SYSCOM/ ASN/OPNV	MAJ ACQ CMD/MPM S/Y CDR SOS CO	PEO FLT MAINT OFF TOUR	SYS COM CDR
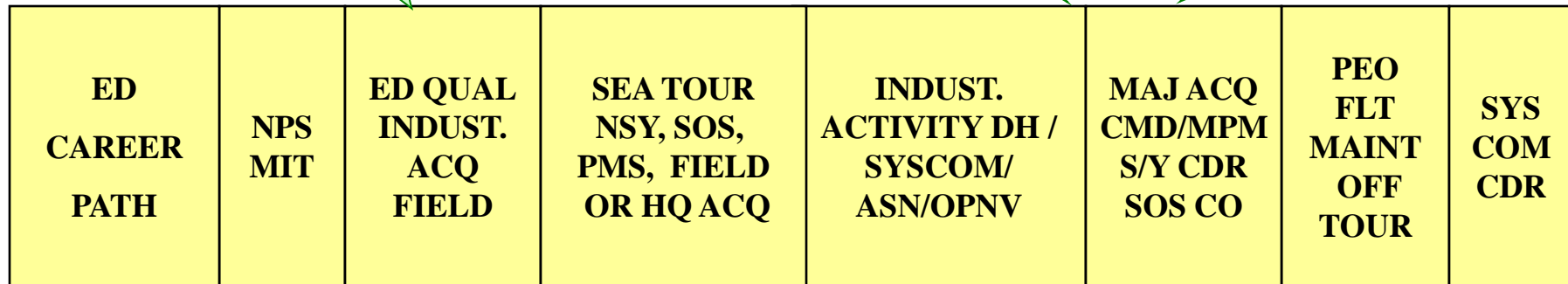
URL ON RAMP 4-12 YCS

Historical Lateral Transfer Accession Curve

Lateral transfer to ED

U RL	DIVO	SHORE /PG SCH	DH	SHORE	X O	SHORE	CO	SHORE	MAJ

0	2	4	6	8	10	12	14	16	18	20	22	24	26	28
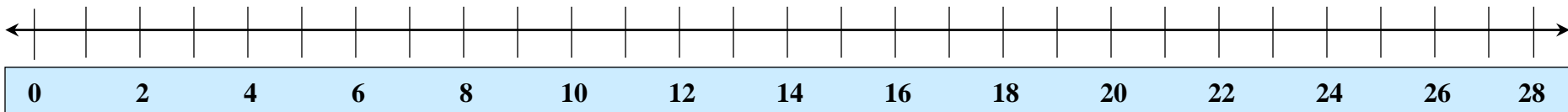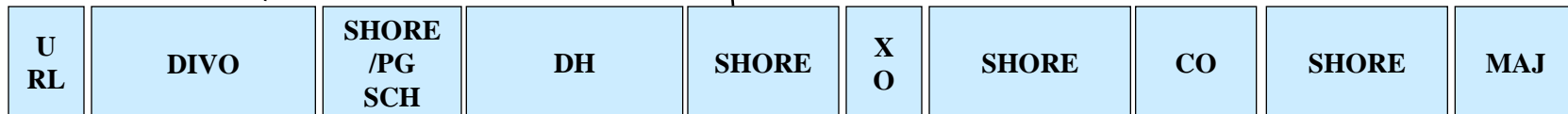
Current Inventory vs. FY10 OPA

Current Inventory - 754
FY 10 Authorized End Strength - 803

Overall: -59

Legend: ▲ Authorized ◆ Onboard
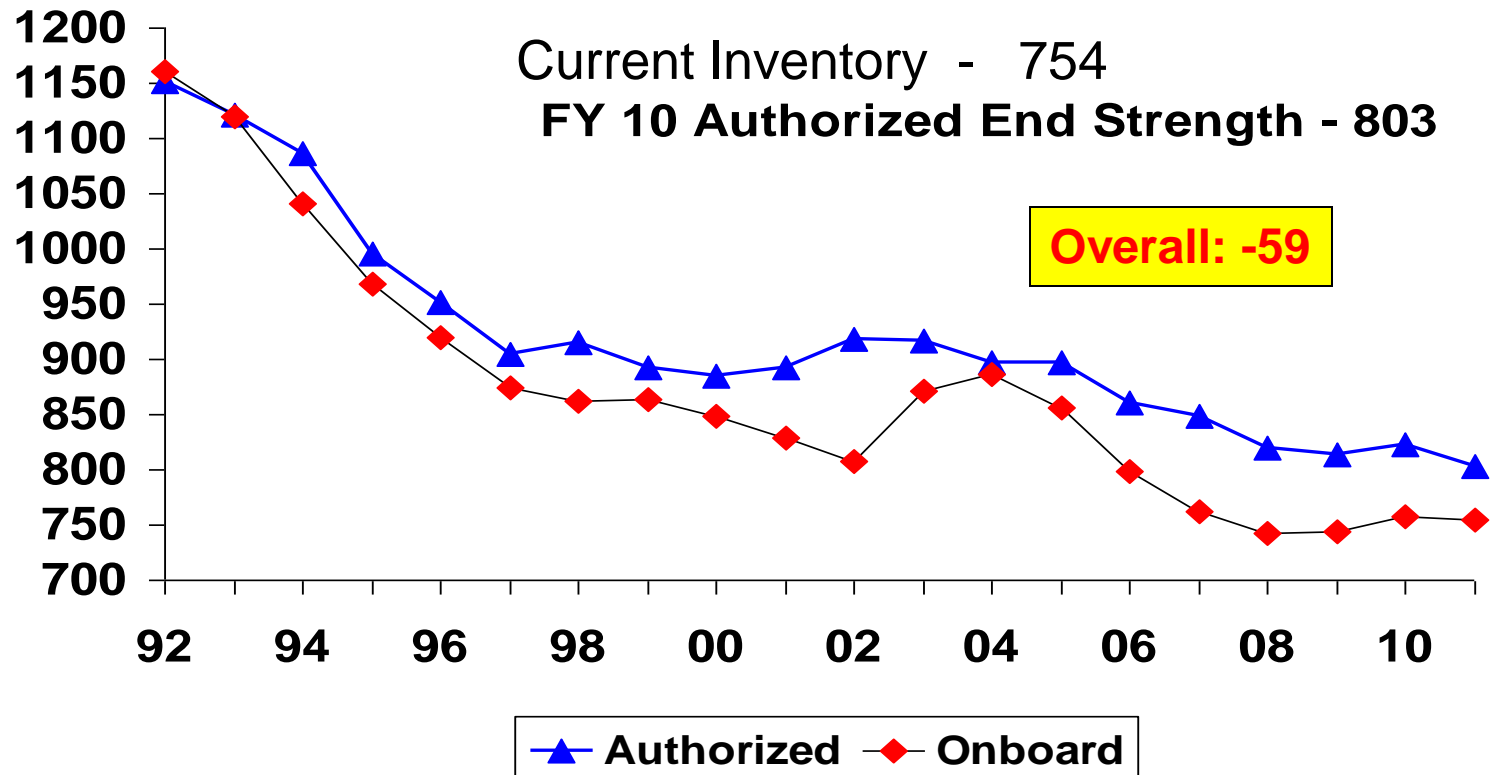
As of 30 JUL 2010

EDO (1440) Retention Leading Indicators

Accessions and Losses

	FY03	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	03-10 Avg
Accessions	110	69	42	45	48	50	39	61	1	58
Retirements	48	65	70	69	83	40	39	38	20	57
Resignations	2	8	4	6	9	6	7	8	1	6
Lat Xfer Out	0	3	1	2	0	0	0	0	0	1
Other Losses	4	3	2	4	0	0	3	2	0	2
Net Losses	54	79	77	81	92	46	49	48	21	66

Accession Plan vs. Actual

Legend:
- FSA
- LATERAL XFER
- NFO TO PILOT
- ED OPTION
- DIRECT COMM
- INTER-SRV XFER
- RSRV RECALL
- MERCHANT MARINE
- OCS & BDCP
- Prior Enlisted Program
- STA - 21

Allowance / Inventory

Rank	Allowance	Inventory
CAPT	110	122
CDR	203	182
LCDR	233	213
LT	245	208
LTJG	3	29
ENS	0	0
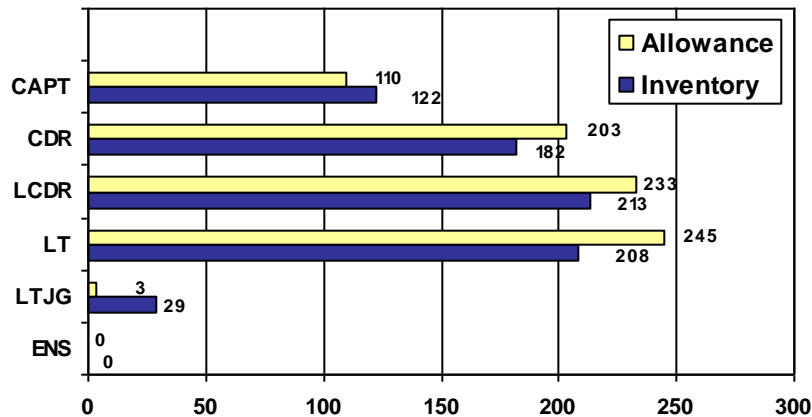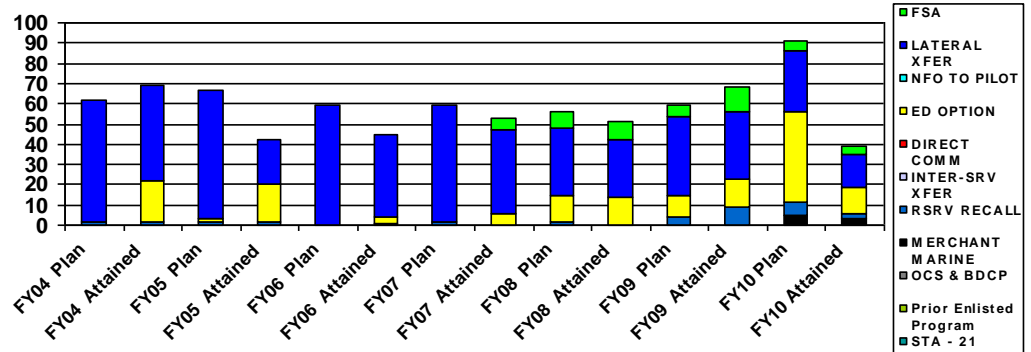
Inventory: 754
Allowance: 803

Acquisition Corps Briefing

Status of Navy Acquisition Corps

Distribution of Acquisition Corps Members

AEDO, 230, 12%

Aviation URL, 177, 9%

AMDO, 120, 6%

Surface URL, 34, 2%

Submarine URL, 34, 2%

Others (NSW, EOD, Oceano, FAO), 31, 2%

AED/AMD, 27, 1%

Medical Service, 19, 1%

Information Warfare, 16, 1%

Information Professional, 15, 1%

Human Resources, 12, 1%

EDO, 340, 18%

CEC, 392, 20%

Supply, 477, 24%

As of July 31, 2009
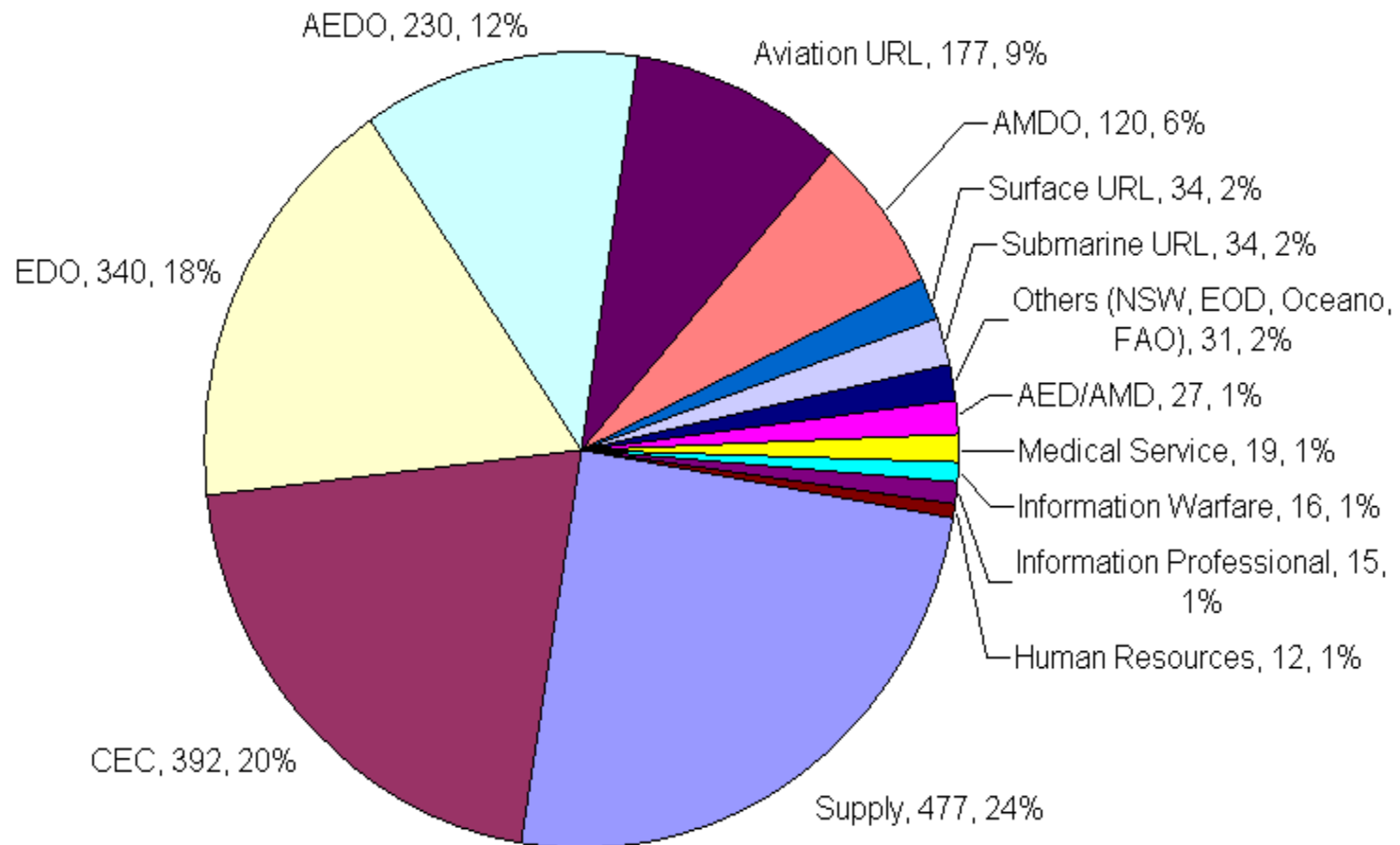
Acquisition Corps

- **DOD military and civilians qualified to fill Critical Acquisition Positions (CAPs) and Key Leadership Positions (KLPs)**

- **1,912 Officers meet Defense Acquisition Workforce Improvement Act education, training, and certification requirements**

- **Membership of both URL and RL/Staff officers is essential to developing the best weapon and support systems for our war fighters**

Navy Acquisition Billets

- **Over 700 Critical Acquisition Billets**
  - Majority are CAPT and above
  - Should only be filled by Acquisition Corps members
    - ➢ **ASN(RD&A) must waive non-AC Members filling critical billets**
  - Include CAP's and KLP's
    - ➢ **Senior positions with significant responsibility**
    - ➢ **Require special attention regarding quals, accountability, and tenure**
    - ➢ **Require DAWIA Level III Certification**
    - ➢ **3 or 4 years tenure requirement**
- **More than 3,000 non-critical acquisition billets**
  - Any officer can fill
  - 24 months after reporting officer must be trained and certified to acquisition level required by billet

- # **Education**
  - B.A. degree with 24 credit hours from the following: accounting, business, finance, law, contracts, purchasing, economics, management

- # **DAWIA Training**
  - Minimum Level II certified with 24 months acquisition experience

- # **Acquisition Experience**
  - 48 months of acquisition experience required
    - ➤ **URL officers - up to 18 months of command tour may be credited toward experience**
    - ➤ **12 months in pursuit of acquisition training/education can be counted as experience**

- # **Flag officers selected by ASN (RD&A) - CAPT and below selected via AC Selection Board**
  - Officers must meet all DOD AC requirements. **No waivers!**

Major Program Managers require 8 years AP experience

Unrestricted Line Acquisition
Snapshot

Desig	Rank	Acquisition Workforce					Overall Critical Billet Fit %	Program Management	Test & Evaluation
		# of AC Members	# of Critical Billets	# of Critical Billets Filled	% Critical Billet FIT				
Surface	CAPT	19	27	19	84%		Surface	81%	
	CDR	8	5	2	50%				
	LCDR								
Undersea	CAPT	25	18	16	69%		Undersea	76%	
	CDR	6	4	3	67%				
	LCDR								
SPECWAR EOD	CAPT	1	4	3	0%		SPECWAR EOD	0%	
	CDR		3	3	0%				
	LCDR								
Aviation	CAPT	66	47	42	79%		Aviation	72%	69%
	CDR	77	33	21	33%				
	LCDR	21							
Non-Discrete (RL/URL)	CAPT		33	25	48%		Non-Discrete	51%	
	CDR		6	4	50%				
	LCDR		1	1	0%				

Critical Billet Fit: indicates whether body in billet is a qualified AC Member and Level 2 in any career field for all filled critical billets

URL FIT and Fill are lower than RL/Staff due to a Tighter Inventory

Unclassified

RL Acquisition
Snapshot

		Acquisition Workforce			
Desig	Rank	# of AC Members	# of Critical Billets	# of Critical Billets Filled	% Critical Billet FIT
Engineering Duty	CAPT	113	96	87	97%
	CDR	151	36	25	92%
	LCDR	76			
Aerospace Engineering Duty	CAPT	89	76	69	93%
	CDR	184	86	74	82%
	LCDR	93			
Information Dominance Corps	CAPT	7	8	7	43%
	CDR	16	5	3	0%
	LCDR	11			

Overall Critical Billet Fit %	Program Management	Production, Quality, and Manufacturing	Systems Engineering	Logistics	Test & Evaluation
Engineering Duty	96%	95%	94%		100%
Aerospace Engineering Duty	89%	95%	89%	79%	77%
Information Dominance Corps	30%				

Most RL Communities are undermanned at CDR, evidenced by FIT and Fill

Staff Acquisition
Snapshot

		Acquisition Workforce			
Desig	Rank	# of AC Members	# of Critical Billets	# of Critical Billets Filled	% Critical Billet FIT
Supply Corps	CAPT	138	54	46	89%
	CDR	233	49	44	84%
	LCDR	98			
Civil Engineer Corps	CAPT	82	44	32	100%
	CDR	157	4	2	100%
	LCDR	154			

Overall Critical Billet Fit %	Contracting	Logistics	Financial Management
Supply Corps	97%	83%	57%
Civil Engineer Corps	100%		

Staff Corps Communities are Self-Contained and Well Managed

Acquisition Corps Stakeholders

- **Several stakeholders from multiple commands & enterprises**
  - Aviation, Surface, and Undersea Enterprises:
    - ➢ **Consume end products of Acquisition Lifecycle**
    - ➢ **Provide resources (financial and personnel)**
    - ➢ **Control requirements**

  - NAVSEA, NAVAIR, NAVFAC,NAVSUP
    - ➢ **Provide bulk of personnel resources**
    - ➢ **Consume financial resources to provide material solutions**
    - ➢ **Provide logistics, facilities, lifecycle support and maintenance**

  - ASN(RDA)
    - ➢ **DACM and Program Executive Officers**
    - ➢ **Provide Executive Branch oversight**
    - ➢ **Exercises control over senior leadership positions**
    - ➢ **Responsible for Acquisition Community Management**

- **Defense Acquisition Community Manager (DACM) within Assistant Secretary of the Navy (Research, Development and Acquisition) office, is responsible for Navy AC management**

- **BUPERS-3 has designated Acquisition Corps Officer Community Manager (OCM) to provide a unified military viewpoint for AC issues. OCM coordinates with distribution, Navy DACM, and each individual 'Donor' community**

- **Supply Corps and Civil Engineer Corps comprise half of AC members and billets. Programs are self-contained and well managed**

- **Program Management, Systems Engineering, and Production, Quality, and Manufacturing billets are fed by URL, EDO, AEDO, and AMDO communities. These communities must produce enough qualified CAPTs to compete for 149 acquisition command billets**

- **Major Acquisition Shore Commands and Major Program Manager positions are filled via Flag/SES (or higher) chaired slating panels, and are filled by 'Best Qualified' candidate**

Backup Slides

Recommended DON OP Guide Change

4.14 Bureau of Naval Personnel Three, Officer Community Management Branch (BUPERS-31)

4.14.1 Serves as the focal point for the Acquisition Corps Officer Community Management

4.14.2 Approves all changes to acquisition coded billets. Approves changes to KLP coded acquisition billets upon direction from ASN(RD&A)/DACM.

4.14.3 Manages the acquisition billet base across all designators to ensure that adequate opportunities exist for training, certification, and promotion through the O-6 rank.

4.14.4 Provides coordinated policy inputs (from across all designators) to OPNAV N1/N13 and ASN(RD&A) on Acquisition Corps issues

4.14.5 Supports PERS-447 as required for Acquisition Corps Selection/Acquisition Corps Eligible Board matters and Acquisition Corps personnel matters

4.14.6 Provides Acquisition Corps status reports and analysis products to ASN(RD&A) as required